



CONCORD POLICE DEPARTMENT STANDARD OPERATING PROCEDURE

GOALS AND OBJECTIVES

GENERAL ORDER: 02.03

CREATED: November 15, 2021

ISSUE DATE: October 1, 2022

CALEA STANDARD: 15.2.1

EFFECTIVE DATE: October 1, 2022

ACTION: Re-numbers general order dated November 15, 2021.

02.03.0 **PURPOSE**

The purpose of this general order is to direct the annual formulation and updating of department goals and objectives for the police department as well for each bureau of the department. Additionally, this order shall address the need for a strategic plan including the establishment, review and updating of long-term department goals and objectives on an annual basis.

02.03.1 **POLICY**

It shall be the policy of the Concord Police Department on an annual basis, to establish clear goals and objectives for the department and a plan for achieving them. These goals and objectives shall be based on current and anticipated needs in the coming year for both the department and for each bureau within the department. The chief of police and executive staff shall also conduct a biannual review of the 5-year strategic plan and update it as needed.

02.03.2 **DEFINITIONS**

A. GOAL

A relatively broad statement of a particular end or result that one intends to achieve. A goal usually requires a relatively longer time span to achieve, and whenever possible, shall be stated in a way that permits measurements of its achievement.

B. OBJECTIVE

An action to be performed and/or result that one intends to attain in order to achieve partial fulfillment of a goal. An objective is a sub-unit or element of a goal, therefore is narrower in scope and requires a shorter time period to accomplish.

02.03.3 **PROCEDURES**

Twice each year, the chief of police and executive staff shall meet to discuss the future direction and needs of the department and to formulate and update the 5-year strategic plan, which includes formulating and updating annual goals and objectives for the agency. These goals and objectives pertain to every bureau of the department. The strategic plan may include, at a minimum, the following:

- A. Executive Summary;
- B. Chief's Message;

- C. Vision and Mission Statements;
- D. Core Values;
- E. Community and Agency Profile;
- F. Goals and Strategic Objectives.

02.03.4 **DISSEMINATION**

The 5-year strategic plan, which contains all established goals and objectives, and the strategies for achieving them, shall be disseminated to all department coworkers. This report shall be posted on PowerDMS and may be added to the department's public annual report.



GARY J. GACEK
CHIEF OF POLICE